

Hartford Hospital Resources

Employee Domestic Violence Response Team (860) 545-3001

Services are provided through:

Domestic Violence Prevention Program (860) 545-3001

- Needs assessment, safety planning, referral
- Contact on-call social worker after hours

Employee Assistance Program (EAP) 1-800-526-3485

- Free, confidential counseling for employees and their families and referrals
- Every day, 24 hours

Security Department (860) 545-2147

- Security, workplace safety plan, law enforcement liaison
- Every day, 24 hours

Human Resources (860) 545-2057

- Benefits and leave counseling, performance improvement plan
- M-F, 8:00 am - 5:00 pm

Occupational Health (860) 545-2175

- Work-related health assessment
- Contact ED after hours

Assessment Center, Institute of Living (IOL) (860) 545-7200

- Assessment and referral for crisis intervention and counseling

Other Resources

- Employee's supervisor
- Employee's primary care provider

Community Resources

Interval House

- (860) 527-0550
- 24-hour crisis line, counseling, support
- Groups, legal advocacy, safety planning, children's services, referral, shelter

CT DV 24-hour hotline

- 1-888-774-2900
- Routes callers to local domestic violence service provider if outside greater Hartford

Sexual Assault Crisis Services

- 1-888-999-5545- English
- 1-888-568-8332- Spanish
- 24-hour crisis line, information, referral, medical/legal advocacy, support groups

National Domestic Violence Hotline

- 1-800-799-SAFE; TTY 1-800-787-3224
- 24-hour hotline utilizes Language Line

Help for Abusing Employees

Non-Violence Alliance

- (860) 347-8220
- Groups for court, DCF, & self-referred clients

Wheeler Clinic DOVE Program

- (860) 793-3811
- Groups for court, DCF, & self-referred clients



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HH-C-342 Apr08

Domestic Violence

Affecting the workplace

Hartford Hospital Domestic Violence Prevention Program



Domestic Violence Facts

Definition:

Domestic violence is a pattern of abusive, coercive, and controlling behaviors intended to gain power and control over an intimate partner. Domestic violence revolves around the abuser's need to control another person, and is characterized by actual or threatened physical and/or sexual violence. Additional abusive behaviors which reinforce the violence can include stalking, making harassing phone calls, threats to children and pets, denying access to money, isolation, name-calling and humiliation.

Domestic Violence is not:

- An anger management problem. Most batterers limit their violence to their family. When a person has genuine difficulty managing anger, their violent behavior is seen in multiple life arenas – not just at home. Abusers who perpetrate domestic violence and manage anger poorly can be treated separately for each issue.
- Caused by alcohol or drug abuse. While there is a correlation between substance use and domestic violence, one does not cause the other. Both issues should be addressed and dually treated through specialized intervention.
- A "relationship" problem. It is caused by a abuser's choices and behavior. Although victims of domestic violence are usually very active on their own behalf, nothing they do can stop the violence. Only the batterer can decide to make the violence end. Couple's counseling is never recommended as a first-line solution. Rather, abusers who wish to change can be treated by batterer's intervention specialists.
(See resources listed on back panel)

Domestic Violence Doesn't Stay at Home

74% of battered women surveyed in one study report that their abusers harassed them at work. Domestic violence caused half of these women to miss at least three full days of work a month.¹

In another study, victims of domestic violence said that the abuse caused the following²:

- Leaving work early or arriving late (62%)
- Harassment by batterer while at work (56%)
- Reprimands for being late (44%)
- Absence from work (55%)
- Job loss (24%)
- 94% of corporate security directors rank domestic violence as a high security problem.³
- According to the Bureau of Labor, there are 50,000 incidents of domestic violence committed in the workplace annually.⁴

Domestic violence is common:

- One in four American women report having been physically abused by a husband or boyfriend.⁵
- Domestic violence affects people of all cultures, races, religions, ages, sexual orientations, educational backgrounds and income levels.
- One in three of all Americans say they know a woman who has been physically abused.⁶
- 85% of adult victims are women.⁷
- About 1/3 of women killed in this country are murdered by partners, compared to 5% of men.⁸

1 Friedman and Cooper, The Cost of Domestic Violence, New York: Victim Services Research Department, 1987.

2 Shepard and Pence, 1988

3 National Safe Workplace Institute survey, as cited in Personnel Journal, April 1995

4 Bureau of Labor, Domestic Violence Survey, 1999

5 The Centers for Disease Control and Prevention and The National Institute of Justice, Extent, Nature, and Consequences of Intimate Partner Violence, July 2000.

6 Lieberman Research Inc., Tracking Survey conducted for The Advertising Council and the Family Violence Prevention Fund, 1996

7 Bureau of Justice Statistics Crime Data Brief, Intimate Partner Violence, 1993-2001, 2003

8 Department of Justice, Violence by Intimates, 1998

Signs of Domestic Violence

Direct evidence:

- Repeat or unsettling phone calls
- Abuser's appearance at work
- Notes left on the car
- Bruises or other signs of injury

Decreased productivity:

- Difficulty concentrating or performing duties
- Frequent mistakes
- Absenteeism or chronic lateness
- Fluctuations in quality of work

Behavioral changes:

- Distractibility, hyper-vigilance, anxiety
- Avoidance of others
- Chronic ailments
- Change in appearance

Helping a coworker:

- **Recognize** the signs of domestic violence.
- Create a **safe** environment for sharing.
- **Reach out**, state concern and let your coworker know that you are there if she or he wants to talk
- **Listen** without judging.
- Let your friend know that the abuser is responsible for the abuse. **It's not her/his fault.**
- Say there's **no excuse** for it – not alcohol, drugs, financial pressure, depression, or jealousy.
- Let your friend know she or he is **not alone**. Tell them that millions of people face abuse.
- Emphasize that **help is available**.
- Provide information about relevant workplace **policies and resources**.

**Hartford Hospital Domestic Violence
Prevention Program – (860) 545-2796**